ABSTRACT

A computer-based system and method, and computer software, for acquiring life history information from an applicant for employment to minimize positive response bias and enhance the veracity of the information. The information is used for conducting conventional background investigation or predicting a job-related outcome.

A questionnaire engine presents the applicant with questions to elicit the information. Each question collection has revealed stem questions and hidden branch questions. Depending on the applicant's response to a revealed question, the hidden question is revealed and the applicant's response is stored. The applicant cannot alter the question response after completion of the question collection.

A rules processing engine, comprised of a life events engine and a critical items engine, uses the life history information to predict a job-related outcome. A life events engine determines predefined life events based on the information. A critical items engine identifies from the life events one or more negative indicators. A negative indicator is a life event that is linked to a specific, negative, objective job related outcome. The critical items engine also identifies one or more predefined critical items from the negative indicators. A critical item is a negative indicator that has been linked empirically to a specific outcome. Values are then assigned to each critical item, and based on these values, life event type indices are calculated for types of life events. A risk score is then calculated based on the life event type indices. Finally, a prediction of a negative, objective job-related outcome is based on the risk score.